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Board of Trustees

7-10-1995

July 10, 1995 Executive Committee Meeting

Shawnee State University

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EXECUTIVE COMMITTEE REPORT

July 10, 1995

Room 154, Days Inn, Chillicothe

Members present:

Mr. Tom Reynolds Chairman
Mr. Jeff Kaplan Member
Mr. Frank Waller Member
Mrs. Pat Richards Excused Absence
Mrs. Jo Ann Thatcher Member (vice Mrs. Pat Richards)

Dr. Clive Veri Ex-Officio (non-voting)
Mr. Steve Donohue Secretary (non-voting)

Others in attendance:

Dr. David Creamer Vice President of Business Affairs

Meeting was called to order by the Chairman at 4:10 p.m.

1.0 Personnel Appointments

Action

Each personnel action was briefed by the President to the Board to include the appointment of Dr. David Todt as the interim Dean of Arts and Sciences and a salary adjustment for Dr. Jim Kadel for his new position as Dean of Professional Studies. The Executive Committee voted unanimously to approve Amended Resolution 38-95. (Atch 1)

2.0 Management Realignment

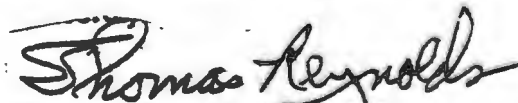
Action

After some discussion of this resolution by the Committee members, and a clarification that the new title would be Senior Vice President, the Executive Committee voted unanimously to approve Resolution 39-95 implementing a management realignment with a title change, and increase in salary for Dr. Creamer. (Atch 2)

3.0 Grant Application Approval

Action

Grant applications for \$68,060.52 to conduct a K-4 Scioto County Mathematics Program, \$40,000 from the GTE Foundation to help fund a \$100,000 program to address adult illiteracy in the Portsmouth area, and \$35,047 for Energy Conservation were discussed by the President and the Committee members. The Executive Committee voted unanimously to approve Amended Resolution 40-95 authorizing these grant applications. (Atch 3)


Thomas Reynolds, Chairman
Board of Trustees

4.0 Administrative Pay Increases

Information

The President discussed the merit pay increases for administrators. The Vice President answered questions from the Committee on the methodology for allocating the merit increases. The Chairman emphasized the importance to the Board of Trustees of singling out truly meritorious performance and rewarding that performance with increases in pay. The Chairman noted that the Board was not locked into the current process for identifying meritorious performance and would consider constructive changes to the system, but the Board was committed to some system of merit pay.

5.0 96-97 Budget Approved

Information

The President and Vice President briefed the Committee on the instructional subsidy increases for SSU - \$8,795,903 (+12.4%) for FY 96 and \$9,059,780 (+3%) for FY 97. Because the Center for the Arts is coming on line in this biennium representing about \$550,000 in POM funds, the growth in the subsidy is only a slight increase in FY 96 and slightly negative for FY 97.

6.0 University Presidents Retirement Arrangements

Information

General Counsel briefed the Committee that he would appear before the House Subcommittee on Colleges and Universities on July 12 to discuss retirement arrangements for prior presidents of the university.

7.0 Executive Session

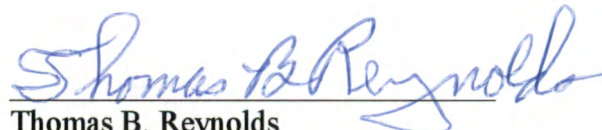
The Chairman moved for a an executive session to discuss compensation of a public employee. Each voting member of the Committee, by roll call vote, approved the executive session.

8.0 President's Merit Increase

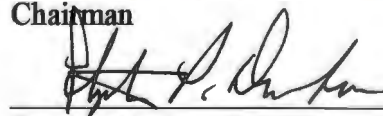
Action

The Chairman recommended the Executive Committee forward a resolution to the Board advising their consideration of a merit pay increase for the President, effective July 1, 1995 consistent with Board of Trustees Resolution 11-95 and the recent approval of merit pay increases for university administrators. The Committee voted unanimously to approve Resolution 41-95. (Atch 4)

The meeting adjourned at 5:10 p.m.



Thomas B. Reynolds
Chairman



Stephen P. Donohue
Secretary

AMENDED RESOLUTION 38-95

PERSONNEL

WHEREAS, the University-wide Board policy 5.16 "Approval of Personnel Appointments" establishes the procedure for the approval of those personnel changes requiring action by the Board of Trustees and for the reporting of other personnel actions to the Board; and

WHEREAS, this policy establishes a procedure for the consolidation of personnel resolutions; and

WHEREAS, all actions in this resolution are in compliance with this policy;

THEREFORE BE IT RESOLVED that the Executive Committee of the Board of Trustees of Shawnee State University, acting on behalf of the Board as permitted in Policy 5.16, authorizes the following appointments and reassignments and acknowledges the items reported herein:

APPOINTMENTS AND REASSIGNMENTS FOR BOARD ACTION:

Faculty

David Todt, Associate Professor, Biological Sciences
Leave of Absence from the Faculty
Effective: July 1, 1995 - June 30, 1996

David B. Carr, Assistant Professor, Teacher Education
Step 26, Salary \$40,994
1996 Academic year, full service contract

Frederick M. Medak, Assistant Professor, Mathematics
Step 20, Salary \$35,432
1996 Academic year, full service contract

Penny R. Edwards, Instructor, Arts/Humanities
Salary \$26,162
1996 Academic year, full service temporary contract

Joe L. Dillard, Professor, Arts/Humanities
Salary \$44,702
1996 Academic year, full service temporary contract

Administrative

David Maze, EOC Outreach Coordinator
Continuous Temporary Contract (following successful completion of
probationary status)
Grade: 22 - Part-time
Salary: \$10,000 - Ten months

David Todt, Interim Dean, College of Arts and Sciences
Grade: 52
Salary: \$70,000 (above the mid-point)
Effective: July 1, 1995

James Kadel, Dean, College of Professional Studies
Grade: 52
Salary: \$72,000 (above the mid-point)
Effective: July 1, 1995

RESIGNATIONS AND OTHER ACKNOWLEDGMENTS:

Administrative

Mary Luttrell
EOC Outreach Coordinator
Resignation: Effective June 30, 1995

Adora Campis
Coordinator, Women's Programs (G.R.O.W.)
Resignation: Effective June 16, 1995

(July 10, 1995)

RESOLUTION 39-95

MANAGEMENT REALIGNMENT

WHEREAS, the President seeks to improve the efficiency of the top management of the University because of the retirements of two Vice Presidents; and

WHEREAS, the President has recommended the Board of Trustees approve the restructuring of the Vice President and Provost positions in accordance with the attached memorandum;

THEREFORE BE IT RESOLVED that the Executive Committee of the Board of Trustees of Shawnee State University approves the requested management changes to include the title of Senior Vice President and the appropriate salary increase as requested in the attached memorandum from the President dated June 27, 1995.

(July 10, 1995)

REASSIGNMENTS OF RESPONSIBILITIES

With the resignations of the vice presidents of the Student Affairs Division and the Academic Affairs Division effective on July 1, 1995 and January 2, 1996, I recommend that Dr. David Creamer be appointed to the position of Senior Vice President, effective July 1, 1995.

With this title, Dr. Creamer will be assigned additional responsibilities, which will be phased in during Summer 1995 and completed by January 2, 1996. The additional responsibilities will include management of the faculty personnel function whereby all personnel matters will be handled by the SSU Personnel Office under the Senior Vice President's supervision. Until a permanent Vice President for Academic Affairs (VPAA) is appointed and an orderly transition can be made, Creamer will handle the relationships between the Shawnee Education Association and the University, including Step II grievances (with assistance from the General Counsel and Assistant to the President), effective January 2, 1996.

In order to receive assistance in assuming the faculty personnel function, the Administrative Assistant to the Provost position will be phased out by January 2, 1996. The incumbent, if she wishes, will be transferred to the Personnel Office into a position that will be developed by the Director of Personnel, in consultation with Dr. Creamer, at a salary and title commensurate with coordinator-type responsibilities. In the interim, the incumbent will continue to work in the Office of the Provost, but report jointly to the Provost and Director of Personnel to provide a transition for the management of faculty personnel files and functions.

The title of Senior Vice President will be added to Dr. Creamer's current title of Vice President for Business Affairs. The position will be compensated at a level that will be an average of the 1995-96 salaries of the Provost and Vice President for Business Affairs. In the event that Dr. Creamer vacates his position at SSU, the job responsibilities, title, and salary differential will not necessarily follow into the appointment for his replacement.

The maximum additional costs of this recommendation will not exceed \$4,900 in FY-96, which will be taken from the contingency account line item as recently approved by the Board of Trustees. The three vice presidents will continue to report to the President, and Dr. Creamer will serve as the senior vice president, representing the President in his absence.

[Dr. Addington will continue to serve as Provost and VPAA until his appointment to a faculty position. A national search (or interim appointment) to replace him will be for VPAA responsibilities only--as assisted by the deans and academic directors--and the title of Provost may be reassigned to the position at a later date.]



Clive C. Veri.
President

June 27, 1995 (Revised)

RESOLUTION 40-95

**K-4 SCIOTO MATHEMATICS PROGRAM GRANT
BASICS GTE GRANT**

WHEREAS, the grants listed below and summarized on the attached grant proposals have been reviewed by the appropriate University committees and/or individuals, and are recommended for approval;

THEREFORE BE IT RESOLVED that the Executive Committee of the Board of Trustees of Shawnee State University approves the submission K-4 Scioto Mathematics Program and BASICS GTE Grants.

(July 10, 1995)

GRANT SUMMARY PROPOSAL

TITLE: K-4 Scioto Mathematics Program

GRANT AGENCY: Ohio Board of Regents

PRINCIPAL INVESTIGATOR: Kaddour Boukaabar

PERCENTAGE OF P.I. TIME DEVOTED TO GRANT: To be determined

PURPOSE: To address the need for curricular reform in K-4 of Scioto county

CLIENTELE TO BE SERVED: K-4 teachers of school districts of Scioto county

RELATIONSHIP TO SSU MISSION: The K-4 Scioto Mathematics Program will help fulfill the SSU mission to "enrich the lives of the community" by "providing opportunities for continuing personal and professional development, and intellectual discovery..."

OTHER AGENCIES/ORGANIZATIONS PARTICIPATING IN PROJECT:
Project Discovery Ohio Region

BRIEF DESCRIPTION OF HOW PROJECT WILL BE CONDUCTED:
A six-week summer institute and six academic year follow-up days for 30 K-4 teachers.

BUDGET: \$79,900.52

<u>Fund Source</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Grant	\$68,060.52		
Other (_____)	11,840.00*		
<u>University</u>			
In-kind			
Cash*			
	_____	_____	_____
TOTALS	\$79,900.52		

*Describe source of funds for SSU's cash commitment: *In-kind contribution of the instructional team

GRANT SUMMARY PROPOSAL

TITLE: Shawnee State University BASICS GTE Grant

GRANT AGENCY: GTE Foundation

PRINCIPAL INVESTIGATOR: Carolyn Gross

PERCENTAGE OF TIME OF P.I. DEVOTED TO GRANT: 10%

PURPOSE: To offer direct literacy services to adults in the Portsmouth area via 24-foot recreational vehicle

CLIENTELE TO BE SERVED: The adults who are functionally illiterate and the 21,000 adults over 18 who lack a diploma or GED.

RELATIONSHIP TO SSU MISSION: BASICS relates to the SSU mission by serving the population of Scioto County by providing academic skills that will help them become contributing citizens of Southern Ohio. BASICS also places from twenty to thirty students per quarter into the SSU student body.

OTHER AGENCIES/ORGANIZATIONS PARTICIPATING IN PROJECT: none

BRIEF DESCRIPTION OF HOW PROJECT WILL BE CONDUCTED : The \$40,000 from GTE will provide 40% of the budget for the GTE-BASICS Mobile for FY 1996-8

BUDGET:	Refurbishing and leasing new, 24-foot vehicle for	\$25,000
	assessing for GED test off campus	
	Gas and supplies (local businesses & foundations)	10,000
	Leasing the vehicle for three years	15,000
	60,000 free books (in-kind)	40,000
	Salaries of instructor & two aides (state & fed.gov't)	<u>15,000</u>
	TOTAL	100,000

FUND SOURCE:	Grant	Year 1	20,000
		Year 2	10,000
		Year 3	10,000
		TOTAL	40,000

DATE: June 30, 1995

RESOLUTION 41-95

PRESIDENTIAL MERIT PAY

WHEREAS, the Board of Trustees approved a merit pay plan for administrators effective July 1, 1995; and

WHEREAS, the Board of Trustees resolved to consider merit pay for the President in Resolution 11-95, if and when merit pay was approved for administrators; and

WHEREAS, the Executive Committee considers the performance of the President in his last evaluation period to be extremely meritorious;

THEREFORE BE IT RESOLVED the Executive Committee of the Board of Trustees of Shawnee State University recommends to the full Board of Trustees that a merit increase of 5.04 % for one half of the remaining calendar year (\$3066) divided equally among the remaining pay periods, be approved by the Board for the President in recognition of his outstanding performance and service; and

BE IT FURTHER RESOLVED the Executive Committee recommends to the Board of Trustees that merit pay increases for the President be considered by the Board at the conclusion of each contract year.

GENERAL FUND SALARY POOL

7/1/95

Name	Acct No.	Grade	Base		Grade		1996		Performance	Performance	1996
			Salary	1.02%	Minimum	Minimum	Minimum	Minimum	Increase	Amount	Salary
Burchett,M	0-00104	22	\$22,807	\$23,263.14	\$20,156	\$23,263.14					\$23,263.14
Pinson,M	0-00125	23	\$25,877	\$26,394.54	\$21,480	\$26,394.54					\$26,394.54
McHenry,C(1)	0-00130	29	\$39,577	\$40,368.54	\$31,408	\$40,368.54					\$40,368.54
Madden,P(1)	0-00130	23	\$23,562	\$24,033.24	\$21,480	\$24,033.24					\$24,033.24
Syroney,J	0-00190	27	\$27,566	\$28,117.32	\$27,653	\$28,117.32	.0504	\$1,389.33			\$29,506.65
Beckett,G	0-00303	30	\$48,856	\$49,833.12	\$33,445	\$49,833.12	.0252	\$1,231.17			\$51,064.29
Kadel,J	0-00310	52	\$63,782	\$65,057.64	\$46,073	\$65,057.64	.0504	\$3,214.61			\$68,272.25
Travis,D	0-00316	52	\$74,256	\$75,741.12	\$46,073	\$75,741.12					\$75,741.12
Midkiff,T	0-00331	32	\$52,589	\$53,640.78	\$37,988	\$53,640.78					\$53,640.78
Duncan,P	0-00332	28	\$36,954	\$37,693.08	\$29,471	\$37,693.08					\$37,693.08
Hannah,B	0-00332	25	\$29,269	\$29,854.38	\$24,371	\$29,854.38	.0252	\$737.58			\$30,591.96
Stoner,C	0-00335	28	\$36,954	\$37,693.08	\$29,471	\$37,693.08	.0252	\$931.24			\$38,624.32
Cummings,M	0-00336	26	\$31,022	\$31,642.44	\$25,969	\$31,642.44					\$31,642.44
Hartley,J	0-00332	26	\$28,560	\$29,131.20	\$25,969	\$29,131.20					\$29,131.20
Dandio,G *	0-00360	29	\$47,800	\$47,800.00	\$31,408	\$47,800.00					\$47,800.00
Madden,J *	0-00360	27	\$27,653	\$27,653.00	\$27,653	\$27,653.00					\$27,653.00
Young,D	0-00401	29	\$47,897	\$48,854.94	\$31,408	\$48,854.94					\$48,854.94
Kotcamp,B	0-00403	28	\$32,163	\$32,806.26	\$29,471	\$32,806.26	.0252	\$810.51			\$33,616.77
Gleason,D	0-00408	33	\$49,513	\$50,503.26	\$40,455	\$50,503.26					\$50,503.26
Mangus,L *	0-00501	53	\$65,000	\$65,000.00	\$49,581	\$65,000.00					\$65,000.00
Wilson,G	0-00502	31	\$53,436	\$54,504.72	\$35,644	\$54,504.72					\$54,504.72
Shelpman,S	0-00504	32	\$44,921	\$45,819.42	\$37,988	\$45,819.42	.0504	\$2,264.02			\$48,083.44
Poston,R	0-00504	26	\$41,581	\$42,412.62	\$25,969	\$42,412.62					\$42,412.62
Vournazos,R	0-00504	25	\$29,724	\$30,318.48	\$24,371	\$30,318.48					\$30,318.48
Merb,R	0-00504	22	\$21,976	\$22,415.52	\$20,156	\$22,415.52					\$22,415.52
Midkiff,S	0-00505	32	\$46,178	\$47,101.56	\$37,988	\$47,101.56					\$47,101.56
Moore,M	0-00505	28	\$31,899	\$32,536.98	\$25,969	\$32,536.98					\$32,536.98
Hughes,M	0-00507	28	\$32,301	\$32,947.02	\$29,471	\$32,947.02	.0252	\$813.99			\$33,761.01
Howard,R	0-00507	29	\$47,897	\$48,854.94	\$31,408	\$48,854.94	.0252	\$1,207.00			\$50,061.94
Charles,T	0-00510	28	\$43,300	\$44,166.00	\$29,471	\$44,166.00					\$44,166.00
Matthews,M	0-00511	29	\$36,754	\$37,489.08	\$31,408	\$37,489.08					\$37,489.08
Peiphrey,T *	0-00513	25	\$24,500	\$24,500.00	\$24,371	\$24,500.00					\$24,500.00
Moore,P	0-00602	27	\$34,844	\$35,540.88	\$27,653	\$35,540.88	.0252	\$878.07			\$36,418.95
Donohue,S	0-00602	52	\$60,000	\$61,200.00	\$46,073	\$61,200.00	.0252	\$1,512.00			\$62,712.00
Charles,J	0-00603	32	\$41,973	\$42,812.46	\$37,988	\$42,812.46	.0252	\$1,057.72			\$43,870.18
Day,M	0-00603	26	\$28,288	\$28,853.76	\$25,969	\$28,853.76					\$28,853.76
Dunford,L **	0-00603	23	\$23,400	\$23,868.00	\$21,480	\$23,868.00					\$23,868.00
Creamer,D	0-00604	54	\$77,520	\$79,070.40	\$53,358	\$79,070.40	.0504	\$3,907.01			\$82,977.41

GENERAL FUND SALARY POOL									
7/1/95									
Name	Acct No.	Grade	Base Salary	1.02%	Grade Minimum	1996 Minimum	Performance Increase	Performance Amount	1996 Salary
Walker,C	0-00609	27	\$31,193	\$31,816.86	\$27,653	\$31,816.86			\$31,816.86
McClintock,M	0-00609	32	\$49,539	\$50,529.78	\$37,988	\$50,529.78			\$50,529.78
Mowery,S	0-00609	26	\$25,213	\$25,717.26	\$25,969	\$25,969.00	.0252	\$635.37	\$26,604.37
Wilburn,T	0-00609	26	\$28,223	\$28,747.46	\$25,969	\$28,747.46			\$28,747.46
Rowe,E	0-00609	27	\$28,848	\$27,384.96	\$27,653	\$27,653.00	.0252	\$676.57	\$28,329.57
Grundler,M	0-00609	28	\$40,800	\$41,616.00	\$29,471	\$41,616.00			\$41,616.00
Lawson,R	0-00612	33	\$51,877	\$52,914.54	\$40,455	\$52,914.54			\$52,914.54
Warsaw,S	0-00621	31	\$47,878	\$48,835.56	\$35,644	\$48,835.56			\$48,835.56
Daehler,S	0-00621	25	\$29,955	\$30,554.10	\$24,371	\$30,554.10			\$30,554.10
Addington, A	0-00622	55	\$93,642	\$95,514.84	\$57,981	\$95,514.84			\$95,514.84
Come,S	0-00622	52	\$71,696	\$73,129.92	\$46,073	\$73,129.92			\$73,129.92
Ramey,V	0-00622	28	\$39,214	\$39,998.28	\$29,471	\$39,998.28	.0252	\$988.19	\$40,986.47
Powell,S	0-00622	24	\$28,179	\$28,742.58	\$22,888	\$28,742.58			\$28,742.58
Boyles,E	0-00624	32	\$44,888	\$45,785.76	\$37,988	\$45,785.76	.0504	\$2,262.36	\$48,048.12
Evans,J	0-00625	28	\$35,006	\$35,706.12	\$29,471	\$35,706.12			\$35,706.12
Total			\$2,174,300	\$2,214,486.94	\$1,696,763	\$2,215,006.72		\$24,516.73	\$2,239,523.45
(1) Salary will be adjusted to lower level when Dean is selected.									
* Policy does not provide for any raise for employees hired after 5/31/95.									
** Policy does not provide for a performance raise for employees still on probation.									
\$2,174,300 X 1.03 = \$2,239,529									

SELF-SUPPORTING FUNDS POOL									
7/1/95									
Name	Acct No.	Grade	Base Salary	1.02%	Grade Minimum	1996 Minimum	Performance Increase	Performance Amount	1996 Salary
Keaton, M	1-03508	26	\$33,806	\$34,482.12	\$25,969	\$34,482.12			\$34,482.12
Maillet, J(1)	1-05501	23	\$19,000	\$19,380.00	\$21,480	\$19,380.00	.0336	\$638.40	\$20,018.40
Daehler, C **	1-06604	31	\$44,800	\$45,696.00	\$35,644	\$45,696.00			\$45,696.00
Warman, R	1-11508	22	\$10,176	\$10,379.52	\$10,078	\$10,379.52			\$10,379.52
Hanson, A	1-11508	22	\$10,176	\$10,379.52	\$10,078	\$10,379.52			\$10,379.52
Chrisman, F	1-11508	29	\$47,441	\$48,389.82	\$31,408	\$48,389.82			\$48,389.82
Bonzo, P	1-12501	22	\$19,569	\$19,960.38	\$20,156	\$20,156.00			\$20,156.00
Amzen, J	1-12501	29	\$40,928	\$41,746.56	\$31,408	\$41,746.56			\$41,746.56
Carson, P	5-02610	27	\$30,008	\$30,608.16	\$27,653	\$30,608.16	.0671	\$2,013.54	\$32,621.70
Mullins, C	various	27	\$28,857	\$29,434.14	\$27,653	\$29,434.14			\$29,434.14
Total			\$284,761	\$290,456.22	\$241,527	\$290,651.84		\$2,651.94	\$293,303.78
** Policy does not provide for a performance increase for employees still on probation.									
(1) Compensation with housing allowance exceeds the minimum of the grade.									
\$284,761 X 1.03 = \$293,304									

GRANT FUNDED POSITIONS

7/1/95

Name	Acct No.	Grade	Base		Grade		1996	Performance	Performance	1996
			Salary	1.02%	Minimum	Minimum	Minimum	Increase	Amount	Salary
Rase,L	2-12201	22	\$18,314	\$18,680.28	\$16,797	\$18,680.28				\$18,680.28
Gross,C	2-55233	26	\$31,836	\$32,472.72	\$25,969	\$32,472.72	.0261	\$830.92		\$33,303.64
Culver,T	2-95200	25	\$27,564	\$28,115.28	\$24,371	\$28,115.28	.0522	\$1,438.84		\$29,554.12
Taylor,D	2-95200	25	\$31,019	\$31,639.38	\$24,371	\$31,639.38				\$31,639.38
Lawyer,S	2-95200	25	\$27,581	\$28,132.62	\$24,371	\$28,132.62				\$28,132.62
Watson,D	2-95200	25	\$28,960	\$29,539.20	\$24,371	\$29,539.20				\$29,539.20
Miller,B	2-95200	25	\$27,846	\$28,402.92	\$24,371	\$28,402.92				\$28,402.92
Bradbury,B	4-14622	29	\$36,441	\$37,169.82	\$31,408	\$37,169.82	.0261	\$951.11		\$38,120.93
Meeker,J	4-18260	22	\$21,420	\$21,848.40	\$20,156	\$21,848.40				\$21,848.40
Bankey,M	4-20502	27	\$30,600	\$31,212.00	\$27,653	\$31,212.00				\$31,212.00
Malone,M	4-20502	25	\$24,990	\$25,489.80	\$24,371	\$25,489.80				\$25,489.80
Redoutey,T	4-20502	22	\$18,700	\$19,074.00	\$16,797	\$19,074.00				\$19,074.00
Gregory,S	4-30502	27	\$32,130	\$32,772.60	\$27,653	\$32,772.60				\$32,772.60
Mains,U	4-30502	25	\$21,500	\$21,930.00	\$18,279	\$21,930.00				\$21,930.00
Evans,E	4-30502	25	\$21,500	\$21,930.00	\$18,279	\$21,930.00				\$21,930.00
Hickman,N	2-95200	23	\$23,460	\$23,929.20	\$21,480	\$23,929.20				\$23,929.20
White,W	2-92602		\$44,392	\$45,279.84	\$45,279	\$45,279.84	.0522	\$2,317.26		\$47,597.10
Cornwell,K	4-35261	27	\$32,500	\$33,150.00	\$27,653	\$33,150.00				\$33,150.00
Lavender,R	4-35261	24	\$10,000	\$10,200.00	\$9,537	\$10,200.00	.0261	\$261.00		\$10,461.00
Fields,M	4-35261	24	\$10,000	\$10,200.00	\$9,537	\$10,200.00				\$10,200.00
Fatula,K	4-35261	24	\$10,000	\$10,200.00	\$9,537	\$10,200.00				\$10,200.00
Gardocki,P	4-35261	24	\$10,000	\$10,200.00	\$9,537	\$10,200.00				\$10,200.00
Kiser,P*	4-35261	24	\$10,000	\$10,200.00	\$9,537	\$10,200.00				\$10,200.00
Maze,D**	4-35261	24	\$10,000	\$10,200.00	\$9,537	\$10,200.00				\$10,200.00
Total			\$560,753	\$571,768.06	\$500,851	\$571,768.06		\$5,799.13		\$577,567.19

* Policy does not provide for any pay increase for employees hired after 5/31/95.

** Policy does not provide for a performance raise for employees on probation.

$\$560,753 \times 1.03 = \$577,576$